February 28, 2025

THE ADVOCATE

NTEU Chapter 66's newsletter

KNOWLEDGE IS POWER- KNOW YOUR RIGHTS

By Myrtle Bailey
Chapter 66 Treasurer

NTEU would like to take a proactive approach in keeping our member Informed, not in fear.

Should we face a federal reduction in force (RIF), Article 19 of the National Agreement will give you some information regarding the process. Three things federal employees should know about RIFs and how they work, plus a little background information:

Background:

The statutory authority for RIF comes from Congress provided guardrails for RIFs of federal employees in 5 U.S.C. Section 3502, including OPM regulations (google it!).

OPM Regulation under C.F.R. Section 350:
Notice Requirement: Requires 60-day notice
Retention Register: Agencies must create lists of employees and determine priorities, including statutory category.
Bumping and Retreat: Rules allow more senior employees to take jobs of less senior employees (with restrictions).

Statue includes a requirement of prioritization by factors (Statutory category):
(1) tenure of employment;
(2) military preference;
(3) length of service; and
(4) efficiency or performance rating
Be prepared and know your personnel information and performance rating history.
We emphasized number 4 due to the focus on performance at this time.
Again, become familiar with Article 19 or our National Agreement, which can be obtained online.

Remember, NTEU is fighting for you and with you. Together we stand.

UNION ACTION AND PUBLIC OUTCRY PAUSE MASS TERMINATION AT THE IRS

By Daniel Scharpenburg
Chapter 66 Vice President

On February 18th NTEU Chapter 66 was notified that a mass termination of Probationary workers at the IRS building was scheduled to take place the next day. The Chapter immediately sprang into action. We shared information regarding how employees can get ready through desk drops, social media, a video that has been shared far and wide now, and emails. We also contacted the media.

Chapter President Shannon Ellis talked to the various local news agencies and informed them what was going on.

In an interview with the Kansas City Star, Shannon said, "This is unacceptable and I am furious that this is happening on our campus and we are in the middle of tax season. So yes, we know that the public will be impacted."

Following this and some public outcry, US Representative Emanuel Cleaver send a letter to Douglas O'Donnell, the Acting Commissioner of the IRS. 2/19/25 was a snow day, the IRS building was closed due to weather. By 2/20/25, the situation changed. The Kansas City IRS terminated less than 100 employees instead of 1,000. Any termination is a tragedy, so it's not really time to celebrate. But,this serves as a reminder that we CAN do something. We can lessen harm if we try. NTEU Chapter 66 will continue to look at different possible avenues for addressing current events and minimizing harm.

NTEU Spring Membership Meeting- March 15th

Save the Civil Service Rally -March 15th

Tax Deadline- April 15th

A Call for Support in Troubling Times

By Shannon Ellis
Chapter 66 President

There is no easy way to say this: our workplace is in crisis.

The purge of our probationary employees is happening without warning, without clear explanations, and in many cases, without even basic human decency. These individuals—our co-workers, our friends, our family—are being discarded as if their service and commitment mean nothing. Imagine the devastation of someone who took an oath to their country, believing in the mission of public service, only to be told they are no longer needed. No misconduct. No poor performance. Just the fact that they were new hires. That is the only justification given. And for those who remain, the uncertainty is suffocating. Who will be next? How long before another wave comes through? The emotional toll this takes on all of us cannot be ignored.

We may not always know what someone is going through, but we know what it feels like to be left without answers, without fairness, and without dignity. Anger, frustration, sadness—these emotions are real, and they are justified. It is not just about losing a job; it is about losing stability, dreams, and a sense of purpose.

These workers weren't just employees, they were vital to the mission we all share. We serve the American people in ways that impact lives every day. The revenue we help collect funds programs like WIC, Food Stamps, School lunches and so much more. The tax returns we process ensure refunds that families depend on. The mission of the federal workforce is a nobble one, and yet, the very workers who commit themselves to it are being shown such little respect and dignity.

This is why we must stand together, support each other, and educate the public at every opportunity. People need to know the truth about what is happening. They need to understand the sacrifices we make and the value we sacrifice we make and the value we bring to the country. Because the people behind the work matter.
To my fellow workers: thank you. Thank you for standing strong in difficult times. Thank you for looking out for one another. Thank you for the work you do—not just for your families, but for millions of Americans who rely on the services we provide. Your dedication does not go unnoticed, and it will not be forgotten.

We are more than employees. We are a community. And we will not be silent.

Join us March 15, 2025, noon-2pm across from the Internal Revenue Service building at 333 W Pershing Rd. Wear Red, White or Blue to show your support for Federal Workers.

Call your Senators!

Missouri:
Josh Hawley
(202) 224-6154
Eric Schmitt
(202) 224-5721

Kansas:
Jerry Moran
(202) 224-6521
Roger Marshall
(202) 224-4774

NTEU Chapter 66 | PO Box 412172 | Kansas City, MO 64141 US
nteu.chapter.66@irs.gov (816)499-4496